



CAIR
PHILADELPHIA

2010 Annual Report

pa.cair.com

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WHY CAIR?

We believe America's greatness comes from the endless opportunities for all of her citizens and that this greatness is maintained through active civic participation.

We believe that advocacy through the American Muslim experience is advocacy for a better America.

We believe that American Muslim life can and must be better, more equitable and more engaging.

We believe we cannot wait for others to address the most challenging issues American Muslims face.

We believe we have the tools to change our reality.

We believe the time is now.

Our vision is to be a leading advocate for justice and mutual understanding.

Our mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

CORE AREAS OF FOCUS

Civil Rights Advocacy – American Muslims must be treated fairly and equally in employment, education, travel, with law enforcement, government and in all facets of public life. Without fairness and justice, there is no true citizenship. CAIR-Philadelphia responds to individual cases of discrimination and challenges policies of disparate impact and profiling.

Media Engagement – We must speak and be a part of the public discourse. Only by being at the table can we challenge stereotypes, dispel myths and promote positive self-representation. CAIR-Philadelphia builds relationships with journalists, monitors local media, responds to numerous interview requests and drives stories and opinions that reflect a confident, assertive American Muslim perspective.

Education and Dialogue – CAIR-Philadelphia helps enhance understanding of Islam through relentless outreach, presentations, courses and conversations with everyday Americans. Mutual understanding between Americans of all faiths is essential for healthier public sentiments towards Islam and Muslims. CAIR-Philadelphia gives presentations at houses of worship, universities, libraries and other public venues on a consistent basis.

Coalition Building – Without allies and partners, none of our work could be accomplished. CAIR-Philadelphia is part of an extensive network of interfaith, secular, government, legal and civil rights organizations and often serves as a nexus between the Muslim community and these entities. CAIR-Philadelphia co-sponsors conferences, dialogue forums, and government meetings and participates in campaigns undertaken by our partners.

Youth – A better American Muslim experience requires the promise of a better future. The youth are our future, and they must be equipped with confidence and empowered with knowledge. CAIR-Philadelphia conducts a year-round Muslim Youth Leadership Program for Muslim high school students to proactively address these needs.

Executive Summary & Year in Review

Assalaamalaikum (peace be unto you) CAIR-Philadelphia supporter,

2010 was an incredible year for CAIR-Philadelphia. We reached great milestones and hit benchmarks never achieved before by this young chapter. What started in 2004 as a volunteer-run organization has blossomed to a full office with three full-time staff, a seven member executive committee and for the first time, an advisory board of community leaders.

In early 2010 the staff focused on “nuts and bolts” issues of training, development and strategic planning. Staff underwent comprehensive media relations and interview training, office equipment was upgraded to the highest professional standards, best-practices documents were redesigned and implemented and we launched a new, crisp website. With programs and events, staff designed new *Know Your Rights* and *Understanding and Challenging Islamophobia* seminars, along with a revamped Muslim Youth Leadership Program (MYLP) for smaller one-day sessions known as the Mobile MYLP.

Training and development were crucial as the summer of 2010 unfortunately became the summer of Islamophobia, with nationwide mosque opposition in which New York’s Park 51 project became the most notable. A Florida pastor’s “burn the Qur’an day” also exasperated simmering tensions. CAIR-Philadelphia staff was ready to go to offer the local Muslim perspective on these issues and was featured in over 30 media stories and interviews.

The civil rights department completed a full process redesign which enabled it to handle more cases efficiently and effectively. A total of 62 new cases came into the civil rights department. Many cases highlighted how Islamophobia has slowly permeated across many levels, from a Delaware DMV denying a 16 year old Muslim girl a license due to her hijab, to a school teacher claiming Islam is inherently violent and incompatible with democracy. Perhaps the most egregious case was that of Mason Crest Publishers, a local publishing company sending textbooks to schools and libraries nationwide which contained vile bigotry about the religion of Islam itself and the Muslim presence in western countries. Without CAIR-Philadelphia, many of these issues would have slipped aside or never been addressed.

More importantly, CAIR-Philadelphia staff and volunteers recognized the need for proactive dialogue, education and bridge building efforts to prevent the unhealthy attitudes and public perceptions that lead to Islamophobia and civil rights abuses. We sponsored and participated in large, city-wide interfaith events, attended government meetings and conducted numerous courses, panel discussions and lectures at universities, houses of worship and community centers.

For day to day updates of our work, I invite you to visit our website at pa.cair.com, explore the content and subscribe to our e-mail list. Thank you for your support and we look forward to another year of progress, success and growth.

Sincerely,



Moein Khawaja, Executive Director

CIVIL RIGHTS

My employer refused to allow me to leave Fridays for Jummaah prayer and claimed business would suffer if I left for only an hour. With CAIR-Philadelphia's assistance I was pointed in the right direction and now I have secured the right to Jummaah prayer without any problems. CAIR-Philadelphia made sure that my rights and the business concerns of my employer were also respected. Special thanks to the entire staff, thank you.

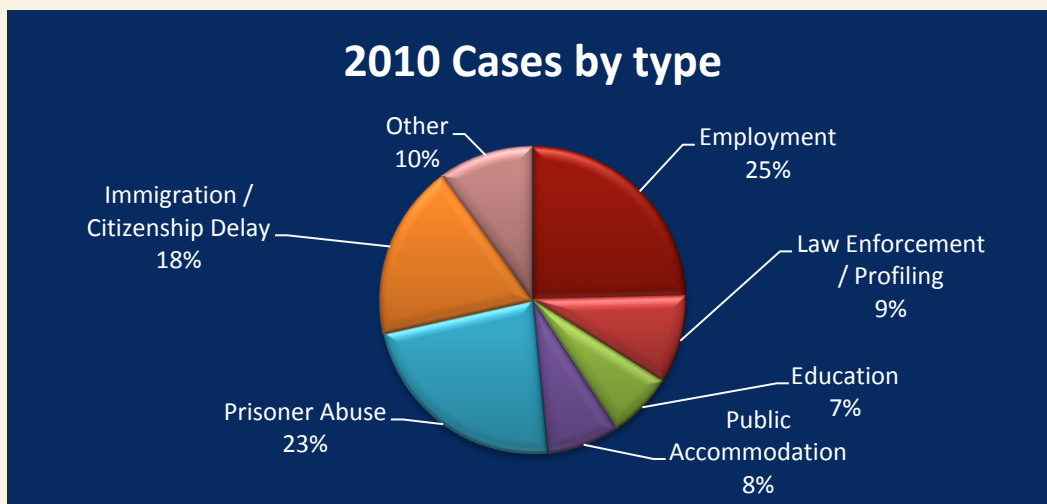
-Marcus McCleary, Philadelphia

When Delaware Division of Motor Vehicles workers told the 16-year-old girl to remove her Muslim headscarf – despite an agency policy allowing her to wear it in her license picture – the experience ended in tears and embarrassment ... “They repeated the words ‘national security,’ and here’s this 16-year-old girl in a headscarf,” the mother said. “She was made to feel like a terrorist. It was horrible.” As the dispute went on, another man in line said, “Send them back to Afghanistan,” all parties agreed ... The Pennsylvania [Philadelphia] chapter of the Council on American-Islamic Relations intervened after the incident.

-The News Journal, Delaware

The above incidents are testaments to the real, human impact of discrimination or misunderstanding of Islam and its manifestation in the everyday lives of American Muslims. The CAIR-Philadelphia civil rights department receives numerous complaints, questions and concerns, and accepts roughly one new case of discrimination per week. With each case is an opportunity to resolve a very troubling matter for someone, but also to advocate for measures to prevent such a thing from happening again – such as a change in policy or new training. Civil rights advocacy is the foundation from which everything CAIR does is built on.

In 2010, the CAIR-Philadelphia civil rights department handled a total of 130 cases. Of those 130, 68 were on-going/unresolved cases from previous years and 62 were new cases reported in 2010. Of these 130 cases, 42 were resolved and/or closed.



Civil Rights Networking & Coalition Building Highlights

In order to successfully advocate for the civil rights of American Muslims, the CAIR-Philadelphia civil rights department is in constant contact with key government and law enforcement agencies, as well as attorneys and other civil rights organizations.

CAIR-Philadelphia is a member of the Pennsylvania Inter-Agency Task Force on Civil Tension, which convenes every month in Harrisburg, PA by the Pennsylvania Human Relations Commission to review bias-related incidents across the state. Member organizations discuss prevention and response strategies with government and law enforcement.

CAIR-Philadelphia staff met with Homeland Security and Customs and Border Protection officers to discuss airport security and reentry concerns regarding international travel for the hajj season in November 2010. The homeland security officers asked CAIR-Philadelphia to disseminate information to hajj travelers and listened to concerns regarding Muslim dress, sensitivities, and unique issues associated with hajj travel.

CAIR-Philadelphia's civil rights dept. participated in the following government meetings in 2010

- Two meetings with Philadelphia Mayor Michael Nutter and Muslim leaders
- Monthly meetings with the PA Inter-Agency Task Force on Civil Tension
- Regular meetings with the city of Philadelphia Commission on Human Relations
- Federal Bureau of Investigation (FBI) Community Relations Executive Seminar Training (CREST) program
- Meeting with Customs & Border Protection (CBP) and Department of Homeland Security (DHS) officials at Philadelphia International Airport regarding hajj travel



Access to attorneys and law firms is vital for timely legal advice and referrals for complex cases. The civil rights department expanded the number of attorneys available for pro-bono consultation from 3 to 15.

In response to allegations of spying and surveillance of peaceful activists in Pennsylvania, the American Civil Liberties Union of PA (ACLU-PA) created a broad coalition of civil rights organizations known as the First Amendment Network, or FAN. CAIR-Philadelphia is a member of the FAN and participates in regular meetings and events.

MEDIA ENGAGEMENT

CAIR-Philadelphia represented the Muslim community in local and national print, television, and radio news. With controversy surrounding the so called “Ground-Zero Mosque”, “Burn the Koran Day”, and others, our Outreach and Executive Directors were on the front lines ensuring that the Muslim voice was heard. We were featured in over 30 stories and interviews in 2010.



CAIR’s Public Service Announcement Campaign – 9/11 Happened to Us All

In September, CAIR launched a national public service announcement (PSA) campaign that featured Muslim 9/11 first responders to remind all Americans that Muslims also experienced the tragedy of 9/11. Several television stations in Pennsylvania discussed the PSAs in the news and ran them during the week of the anniversary of 9/11.

CAIR-Philadelphia appeared in the following media outlets in 2010

- 900 AM WURD
- Associated Press
- ABC 6 / WPVI-TV
- ABC National News
- ABC’s Good Morning America
- Al-Jazeera
- AOL News
- Boston Globe
- CBS 3 / KYW-TV
- Chester County Daily Local News
- Christian Science Monitor
- CW Philly
- Delaware County Daily Times
- Delaware News Journal
- Examiner.com
- FOX 29 / WTXF-TV
- NBC 10 / WCAU-TV
- National Public Radio
- OpEdNews.com
- Philadelphia Daily News
- Pittsburgh Post-Gazette
- Reuters
- The Intelligencer
- The Philadelphia Inquirer
- The Philadelphia Tribune
- The Times of India
- The Tri-State Muslim
- The UK Guardian
- Weekly Press

COMMUNICATIONS

Updating our modes of external communications was a top priority this year.

Website & Social Media

CAIR-Philadelphia's website now has a fresh new look and it is easier for our members and supporters to find information they need. Our Facebook, Twitter and other social media presence has been integrated into our overall web presence.

<http://pa.cair.com>

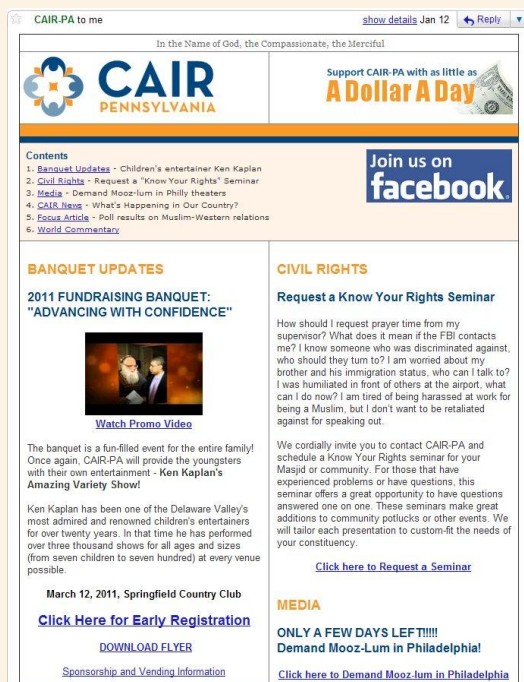


Electronic Newsletter: e-NL

CAIR-Philadelphia staff created a consistent structure to the electronic newsletter (e-NL) that is emailed to all of our subscribers. The e-NL is a weekly digest of our outreach and civil rights activities, civil rights cases of other CAIR chapters and news articles that are of relevance to American Muslims. E-NL's are divided into several sections, including Outreach and Civil Rights Corners, Upcoming Events, Focus Article, World Commentary and CAIR News. Be sure to visit the website and subscribe to our e-mail list.

Print Newsletter

We designed and mailed three print newsletters to our supporters. The print newsletter updates the community on CAIR-Philadelphia projects and civil rights cases. In 2010, we released our newsletters in April, August and January.



DIALOGUE & SPECIAL EVENTS

Interfaith Dialogue

CAIR-Philadelphia conducted several small, intimate dialogues and large city-wide interfaith events. Smaller dialogues help to “humanize” Muslims. The majority of attendees have not had any interaction with Muslims, and oftentimes their first encounter with a Muslim is a CAIR-Philadelphia staff or board member. Larger events are great opportunities for coalition building with local organizations and religious congregations that are dedicated to mutual understanding.

Interfaith Events

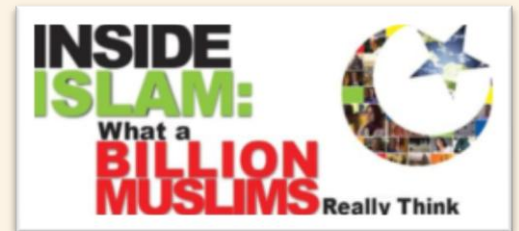
April 25, 2010 - 7th Annual Interfaith Peace Walk

CAIR-Philadelphia is a proud partner of the Interfaith Walk for Peace and Reconciliation. This organization coordinates the Annual Interfaith Peace Walk where over 500 people of many faiths visit different houses of worship. CAIR-Philadelphia’s Muslim Youth Leadership Program students and staff participated in this event.



June 5, 2010 - Philadelphia Premiere of Inside Islam

In June we held a screening and discussion of the 60-minute documentary, *Inside Islam: What a Billion Muslims Really Think* at International House Philadelphia. There were over 240 participants of all faiths.



August 22, 2010 - Philadelphia Day of Dignity

CAIR-Philadelphia staff, board members and MYLP students joined over a hundred people from all faith traditions to distribute goods to the needy and homeless in Ramadan 2010. We promoted and supported this great initiative organized by Islamic Relief USA.



September 25th & 26th, 2010 - 1st Annual Philadelphia Children’s Interfaith Festival

CAIR-Philadelphia Outreach Director, Rugiatu Conteh, was on the planning committee of the first annual Philadelphia Children’s Interfaith festival.



The festival is a free, 2-day outdoor event for children and youth that celebrates diverse faith traditions and displays community programs that enhance the minds and bodies of young people.

EDUCATION

Enhancing understanding of Islam, encouraging dialogue and empowering American Muslims are three key points to our mission that are fulfilled through education efforts. CAIR-Philadelphia staff, executive committee members and volunteers conducted numerous classes and workshops and created special lectures for various constituencies.

Regularly presented seminars and courses

Know Your Rights

A comprehensive seminar about employment, student, travel, law enforcement rights and much more. An attorney is present to answer specific legal questions and CAIR-Philadelphia staff is available to intake new complaints.

Understanding & Challenging Islamophobia

A lecture about the underlying misinformation and political context that is the root of the current wave of Islamophobia in America, along with proactive measures people can take to challenge it.

Understanding Islam and Muslims

This course approaches Islam from a historical and scriptural perspective, covering the foundations of the religion and then building on the economic, political and cultural institutions that arose in Muslim societies. It is often presented at churches, synagogues and community centers.

Understanding Islamic Jurisprudence

This is an open-ended, on-going course that provides instruction on the history and methodology of Islamic Jurisprudence. Development of methodologies is studied and contemporary issues facing the American Muslim community are discussed as case studies.

Know Your Rights Seminars were presented at the following mosques in 2010

- Al-Aqsa Islamic Society, Philadelphia, PA
- Islamic Society of Delaware, Newark, DE
- Zubaida Foundation, Yardley, PA

Understanding & Challenging Islamophobia seminars conducted in 2010

- Council for the Advancement of Muslim Professionals (CAMP)
- Grove United Methodist Church
- Montgomery County Community College
- Rutgers-Camden University School of Law
- St. Joseph's University
- Temple University MSA Islamic Awareness Week

Courses presented in 2010

- Creation Stories in the Bible and Qur'an - Villanova University
- Exploring Jesus in the Christian and Islamic traditions - Grove United Methodist Church
- Islamic Perceptions of other Faiths and its Implications - Grove United Methodist Church
- Understanding Islam and Muslims - Downingtown Friends Meeting
- Understanding Islam and Muslims - Unitarian Universalist Society

MUSLIM YOUTH LEADERSHIP PROGRAM

Islamophobia and Anti-Muslim bigotry are on the rise. Have you wondered how this affects Muslim youth? Many of our civil rights cases involve harassment or bullying of students, or a public school teacher focusing on violence and terrorism in a classroom discussion about Islam and Muslims. Such instances, along with negative images of Muslims in the media, have led many youth to question their identity and the role of Muslims in American society.

CAIR-Philadelphia has developed a premier youth leadership program to tackle arising challenges known as the Muslim Youth Leadership Program, or MYLP. When it began in 2009, our aim was to conduct four 2-day conferences a year that introduced civil rights, media, interfaith relations and civic participation to high school students. The first three conferences held were very successful.

The MYLP encourages young Muslims to be proud of their identity, to express themselves effectively in a pluralistic society and to put their faith into action on behalf of social justice and the common good of all Americans.



MYLP Mobile Workshops

CAIR-Philadelphia also offers fun-filled, 2-hour workshops at mosques, weekend schools and community centers that focus on leadership development and community involvement. Mobile MYLP was developed to cater to youth from areas of Pennsylvania and Delaware who could not attend other events due to location. In 2010, we added single-day workshops to the program in order to directly address the needs of specific communities and to make MYLP more accessible.

BUDGETS & PROJECTIONS

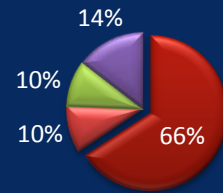
Projected Budget - January to December 2011

PROJECTED EXPENDITURES

Payroll	\$ 102,000.00
Benefits	\$ 33,000.00
Sub-total staff expenses	\$ 135,000.00
Office rent & utilities	\$ 20,000.00
Programs & marketing expenses	\$ 20,000.00
Events and annual banquet expenses	\$ 30,000.00
Sub-total office and programs expenses	\$ 70,000.00
Grand total projected expenses	\$ 205,000.00

2011 Projected Expenditures

- Payroll & Benefits
- Office
- Programs & Marketing
- Events & Annual Banquet



Operational Expenses and Budget - January to December 2010

Beginning balance \$ 91,398.00

INCOME

Donations	\$ 111,251.00
Banquet ticket sales & advertizing	\$ 28,555.00
Grand total	\$ 139,806.00

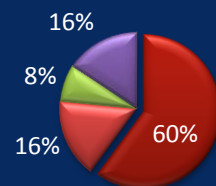
EXPENDITURES

Payroll	\$ 87,348.00
Benefits	\$ 23,795.00
Sub-total staff expenses	\$ 111,143.00
Office rent & utilities	\$ 19,238.00
Miscellaneous office expenses	\$ 11,200.00
Programs & marketing expenses	\$ 14,500.00
Events and annual banquet expenses	\$ 29,000.00
Sub-total office and programs expenses	\$ 73,938.00
Grand total	\$ 185,081.00

Remaining Balance (December 31st 2010) \$ 46,123.00

2010 Expenditures

- Payroll & Benefits
- Office
- Programs & Marketing
- Events & Annual Banquet



STAFF AND BOARD

CAIR-Pennsylvania Board of Directors

Iftekhar Hussain – Chair

Asim Kokan – Vice Chair

Safdar Khwaja – Treasurer

Osama Al-Qasem – Secretary

CAIR-Philadelphia Executive Committee

Osama Al-Qasem – President

Monika Nagpal – Vice President

Kareem Ali – Treasurer

Nivine Rihawi – Banquet Chair

Sally Selim – Interfaith Chair

Carlin Saafir – Community Outreach Chair

Iftekhar Hussain – Member

CAIR-Philadelphia Staff

Moein Khawaja – Executive Director

Rugiatu Conteh – Outreach & Communications Director

Leena Jaffer – Operations Coordinator



If enough people out of the quarter million American Muslims in the Philadelphia area contribute, we will have sufficient and steady grassroots funding for all of our programs.

For less than a daily cup of coffee, bus or train fare, you can help someone get their job back, assist a child dealing with school bullying, support a confident and assertive voice in the media, empower Muslim youth to become leaders, educate others about Islam and help **build an America that is welcoming and accepting of people of all faiths.**

The time to act is now, please don't delay.

Visit: pa.cair.com/dollar-a-day and sign up online for the dollar-a-day program in less than a minute.

To donate monthly by check: Mail a voided check to the address below. Indicate whether the bank account is checking or savings and in the memo, write *Dollar-a-Day*.

Dollar-a-Day Program
CAIR-Philadelphia
1218 Chestnut Street Suite 510
Philadelphia, PA 19107

CAIR-Philadelphia is a 501(c)(3) tax-exempt, non-profit organization. Your donations are tax-deductible and zakat eligible.



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